



Arizona Department of Public Safety **DIGEST**

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'Courteous Vigilance'

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Remarkable ending

Rookie DPS Officer Charlie Hopkins gracefully kisses his wife, Serena, two weeks after awakening from a near 50-day drug-induced coma. Doctors placed Charlie in the lengthy coma to stop swelling in his brain shortly after he was hit by a suspected drunken driver on Aug. 18. Because he might have suffered a severe brain injury when he was hit, it was unknown if Charlie would ever be able to tie his shoes again or even recognize close family members and friends. However, just a few days after awakening from his coma in early October, Charlie began to prove, through jokes, witty comments, and neurological tests, that he is likely just as sharp as he ever was. He is on his way to a remarkable recovery and doctors believe that, in time, he will have the chance to complete his dream of being a front-line officer at DPS. See full story on page 9.



DPS nearly takes top spot in National Law Enforcement Challenge

Visit DPS' website to see if your work was featured in the award application

The International Association of Chiefs of Police (IACP), the world's oldest and most prestigious group of law enforcement executives, has recognized the Arizona Department of Public Safety (DPS) as the second place winner in the elite Championship Category of the 2004 National Law Enforcement Challenge.

Several representatives from DPS, including agency Director Roger L. Vanderpool, were formally recognized for the monumental accomplishment at the 112th Annual IACP Conference in Miami, Florida on September, 27, 2005.

The National Law Enforcement Challenge, operated by the IACP in partnership with the National Sheriffs Association, is a national highway safety competition developed under a grant from the National Highway Traffic Safety Administration (NHTSA) which is designed to encourage departments to step up enforcement in the target areas of impaired driving, occupant protection, and speed enforcement.

Most law enforcement agencies competing in the National Law

Enforcement Challenge, which has become the "Super Bowl" of inter-agency traffic safety competitions, are matched up against agencies of similar size and type.

DPS, however, competed in the event's elite Championship Category this year against the "best of the best" due to the agency's first place victory in last year's event for State Police Category 4 (1001-2500 officers).

Because all winners from the previous year's twenty-one contest categories were placed into the Championship Class, DPS competed against some agencies that have substantially larger budgets and more manpower to deploy towards their traffic safety efforts.

Despite the challenge, DPS still managed to rise above nearly every national member of the competition due to the agency's tireless and innovative work towards reducing motor vehicle crashes, injuries and fatalities on Arizona's highways.

To learn more about the effective traffic safety programs DPS deployed and then documented to take second place in this year's National Law Enforcement Challenge, visit DPS' website www.azdps.gov and click on



DPS' SECOND PLACE AWARD IN
THE IACP'S NATIONAL LAW
ENFORCEMENT CHALLENGE

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From Director
Roger L. Vanderpool's

Vantage Point



Since my appointment as the director of DPS back in March, I have been adamant that the Department recruit and hire only the very best in its quest to fill vacant and new positions.

It is my firm belief that the mediocre need not apply with this fine organization.

Apparently, the employees of this agency feel the exact same way.

According to Commander C.R. "Beau" Johnson, who oversees the Department's Human Resources Bureau, most of the people applying to work at DPS right now are saying they heard about our job openings from friends and family already employed here.

Based on initial indications, along with past experience, most of the individuals who have been referred to DPS by family and friends already employed here seem to set and maintain incredibly high standards. As a result, they make great additions to the agency.

I would like to thank this Department's dedicated workforce for sending so many good officer candidates and civilian employees the agency's way as Human Resources moves through the never-ending process of recruiting, hiring and assigning new personnel.

Becoming the best law enforcement agency in the nation can only be done by recruiting the very best.

I encourage you to continue to let people know what a great opportunity it is to join the agency; especially as an Officer. Encourage qualified friends and family members to fill out a preliminary application or contact Recruit Officer Paul Entire at DPS extension 2293.

The Department has already hired over 100 new officers this year and we have 80 officer positions reserved at the Arizona Law Enforcement Academy so we have a place for new officers though June of 2006.

Thanks for all of your help in this endeavor and thanks for making me so proud to be leading this exceptional law enforcement agency.

———— ***For the record*** ————
Collision reporting G.O. changes

Because of problems caused by late or inaccurate reporting of vehicle collisions and incidents, the Loss Prevention Committee at DPS has added a new requirement to General Order 5.2.20 that will be published in the next official update of the general order.

G.O. 5.2.20 specifies DPS policies as they relate to collisions and incidents involving department vehicles.

The new requirement, which took effect in October, states that employees *must* obtain a Safety claim number from the Duty Office within 48 hours of the collision or incident.

Normally the supervisor or acting supervisor who is putting together the yellow folder calls for this number, however, the employee may call to get the number if the supervisor is on days off and will not meet the 48 hour requirement.

The following reminders come from other problems that have been experienced in the filing of vehicle claims and the reporting of collisions/incidents to the Vehicle Collision Review Board:

Yellow-bordered envelopes are required to be at Safety and Loss Prevention within 15 days of the collision or incident.

Yellow envelopes should include:

- Copy of complete collision DR (which includes date, vehicle unit number, license plate, employee badge number and a description of what happened)
- Three original repair estimates
- Original repair invoice with DPS Work Order, if available (Do not hold envelope for invoice)
- Original towing invoices, if applicable.
- All photographs of damaged department vehicles
- Any other documents

It should be noted that supervisors *no longer* make "findings of responsibility" nor do they make "disciplinary recommendations" in the Supervisor Investigation Summary.

Supervisors shall forward the Vehicle Collision/Incident Review Folder (the yellow folder) to their chain of command.

The division must have the completed Vehicle Collision/Incident Review Folder (yellow folder) to the VCRB within 30 days of the collision/incident date. (Attn: Rose Cummings, MD 1200, 602-223-2103).

Yellow folders and envelopes may be picked up in the Safety and Loss Prevention Section or they can be mailed out to individual sections or squads.

Folder contents are available by email, departmental mail, or on the "I" drive at I:\All-Phx\Safety\Safety Yellow Folder Forms. Current forms have the 1/27/2004 date on the bottom left.

The Digest is published monthly by the DPS Community Outreach and Education Program for the employees and retirees of the Arizona Department of Public Safety.

Employees are invited to submit story ideas or stories for publication. Stories or story ideas may be submitted to *The Digest* by mail, EMS or Telephone (602-223-2545).

Roger L. Vanderpool, Director
Jim Jertson, Publications Support Specialist, jjertson@azdps.gov
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The Digest can be accessed directly from the DPS World Wide Web home page at <http://www.azdps.gov/digest>.

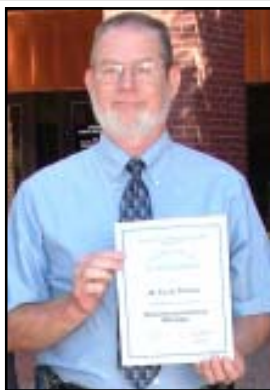
*The Arizona Department of Public Safety
is an Equal Employment Opportunity Agency.*



SHANE MCFARLAND



DAN PALMER



SCOTT TILLMAN



ROBIN HARPER



JACQUE O'BRIEN

Five employees promoted during October ceremony in Phoenix

Shane McFarland and Dan Palmer became the Department's newest sergeants during promotional ceremonies Oct. 3 in front of DPS' Headquarters Building in Phoenix.

Civilian employees Scott Tillman, Robin Harper and Jacquelyn O'Brien also received promotions during the event.

With their promotions, McFarland will be assigned to GITEM in Flagstaff while Palmer will be assigned to the Highway Patrol in the Parker/Quartzsite area.

Tillman was promoted to Telecommunications Manager of the Department's Telecommunications Bureau while Harper and O'Brien were promoted to Associate Criminologist and Administrative Assistant respectively. All three of the civilian employees will remain in the Phoenix-area.

Shane McFarland started his career with DPS as an Officer Trainee in January 1986. After graduating from the academy, he was assigned to patrol freeways in Phoenix.

In 1991, McFarland began serving as a Metro Motorcycle Officer.

In 1993, McFarland transferred to the Criminal Investigations Division where he completed assignments with the Narcotics Major Violator Squad, Narcotics Undercover Service Unit, the Phoenix DEA Task Force, and the Special and General Investigations units.

In October 2001, McFarland transferred to the Governor's Protection Detail.

Throughout his career, McFarland has earned many awards, including three Outstanding Contribution Awards from the federal Drug Enforcement Administration (DEA).

He has also been the recipient of two Director's Unit Citation awards while serving with the Special Investigations Unit and the Governor's Protection Detail.

Dan Palmer began his career with DPS in 1990 as a Cadet Officer. After graduating from the academy, he was assigned to the Highway Patrol in Page.

About a year later, Palmer transferred to the Phoenix-area where he served patrol assignments in Metro Central and Metro West.

In 2002, he began work in the Duty Office where he has since served as EPS Explorer Scout Advisor, a Recruit Training Officer at ALEA and a Field Training Instructor.

He has also served as a Crisis Negotiator for the DPS Special Operations Unit.

Scott Tillman began his career with DPS in the Holbrook Radio Shop as a Communication Technician in Nov. 1972.

He was transferred to the Tucson Radio Shop in May of 1974 where he remained for the next 11 years.

During that time he was promoted to Senior Communications Technician and later to Communications System Supervisor.

In April of 1985, Tillman transferred to Phoenix where he supervised the Special Projects Section and in late 1985 he was promoted to what became known as System Maintenance Engineer.

Eight years later, Tillman transferred to Systems Project Engineer and eight years after that he became Supervising Telecommunications Engineer in July 2001.

He has earned many awards from the Department during his career, including Telecommunications Engineer of the Year.

Harper first began work with DPS as a Laboratory Technician in June 2004. With her promotion to Associate Criminologist, she will be assigned to the DNA Unit of the Crime Lab in Phoenix.

O'Brien began her career with DPS as a Human Resources Assistant in Jan. 2002.

With her promotion to Administrative Assistant, she will be assigned to the Student Transportation Unit within the Commercial Vehicle Enforcement Bureau of the Highway Patrol Division. Her new assignment will also be in Phoenix.

DPS one of the lead agencies in the state's effort to prepare for an aging population

DPS one of the lead agencies in the state's effort to prepare for an aging population

It is projected that by 2020, one out of every four residents of Arizona will be over 60 years of age. In order to prepare for these changing demographics, Gov. Napolitano issued an Executive Order in May of 2004 announcing the Aging 2020 Initiative.

For more than a year, representatives from DPS and other state agencies have been engaged in planning and public forums to help prepare the state for the challenges of an aging population.

The result is the state Aging 2020 Plan which Napolitano will be unveiling.

On Sept. 29, the Governor met with agency representatives to announce her approval of the plan and the fact that it will now be going to the public.

It is designed as a "living document" which will be constantly updated by the agencies involved and open to the public through an internet link on the state web site.

DPS has been named as the lead agency in 13 of the strategies outlined in the plan.

Several "cross-cutting" issues, such as the need to install a retirement ombudsman, were first suggested by DPS retirees.

Some of the actions at DPS which are part of the plan include changes in the advanced basic curriculum beginning in December, an expansion of the volunteer program, and several other modifications.

Ultimately, the plan includes strategies for retaining expertise and experience at DPS as well as methods for recruiting qualified retirees. In addition, the plan also addresses innovations in employment, scheduling and working conditions.

The state plan specifically acknowledges DPS Lt. Dave Myers and Lt. Debra Howard who served as agency representatives and Steve Gendler who served as a staff planner on the project.

DPS hosts bomb dog training program at Sun Devil Stadium

by Kellen Chavez
State Service Intern

In the continuing pursuit of making sure Arizona is home to the most reliable explosive detection canines available, DPS recently hosted the agency's third annual "bomb dog training day" at Tempe's Sun Devil Stadium.

Sgt. Angel Leos, who helped organize the event along with several other DPS employees, said that in today's world of imminent terrorist attacks it is absolutely essential to have competent bomb dogs that possess the ability to efficiently address any potential threat.

The training, which took place Oct. 18, placed bomb technicians from throughout Arizona in direct cooperation with canine teams from DPS and 11 other police agencies within the state.

"We had about eight different scenarios at this training," Leos said. "Each scenario was designed to ensure that bomb dogs within Arizona can detect today's most widely used explosives, especially those favored by terrorists."

The event also served as a means for DPS to help train canine teams from smaller police agencies within the state that would not otherwise have the resources to put on similar trainings of their own.

In total, there were representatives from seven municipal police departments and four county sheriffs's departments present at the training. Representatives included either a bomb technician or a canine team consisting of a bomb dog and handler.

"Including the canine teams from DPS, we had around 16 separate canine teams show up for this training," Leos said

Leos said that bomb technicians and canine teams were present at each scenario so they could assist each other.

"The hope was that bomb technicians and canine teams would become more familiar with each other and thus create a more seamless environment when a real crisis unfolds," Leos said.

The Federal Bureau of Alcohol, Tobacco and Firearms, or ATF, also sent representatives from its Virginia headquarters to monitor and assist with the training.

Leos said, "ATF was present because they are working on the process of creating



Canine bomb training

At top, a DPS bomb dog gets his favorite toy ball for successfully detecting a hidden explosive at the Oct. 18 training event at Sun Devil Stadium while DPS Canine Officers Chris Hemmen (left) and Marty Lepird (above) keep their dogs focused.

Photos by Kellen Chavez, State Service Intern

a national explosive detection standard for bomb dogs, and DPS is going to be heavily involved with that national standard of testing."

Leos spoke graciously of the employees at DPS who helped plan and orchestrate this critical training. He said the training involved everyone from DPS bomb technicians and canine teams to a chemist in the Department's crime lab.

"The chemist made a sample of a volatile explosive for the training that bomb dogs in Arizona had to learn how to detect," Leos said. "The explosive is peroxide based and similar to the type of explosive used in both the Madrid and London terrorist attacks."

Leos said the training has received such excellent reviews that plans are in the works

to hold similar trainings on a quarterly basis. Leos said that he has talked with numerous agencies and it seems that everyone supports an increase in the number of trainings.

The cities who had police department canine teams or bomb technicians in attendance at the most recent training included Phoenix, Tucson, Mesa, Scottsdale, Gilbert, Glendale, and the University of Arizona.

The counties represented at the event by their sheriff's department canine teams included Maricopa County, Yavapai County, and Mohave County.

Leos said several more agencies would have sent their canine teams to the training if it weren't for the heavy and unexpected rainstorm that struck the day of the event.

IACP award ...

CONTINUED FROM PAGE 1

the link entitled, "2004 IACP Law Enforcement Challenge". By clicking on the document, you will be able to view the actual illustrated application DPS submitted to the IACP to capture this prestigious award.

As a DPS employee, your photo or a short anecdote about your successful work to keep Arizona's highways safe might have been featured in the attractive, 73-page document.

The first place winner in this year's Championship Category, which DPS was just a few points shy of overtaking, was the California Highway Patrol.

All law enforcement agencies competing in the event submitted a lengthy award application like the one on DPS' website to the IACP early in the year.

The applications were judged on six essential categories with emphasis placed on how an agency's work within each category has improved traffic safety within the agency's jurisdiction. The competition was judged on the following categories: Policy Statements, Officer Training, Public Information and Education Campaigns, Enforcement Activity, Program Effectiveness, and Quality of Application Documents.

The DPS was awarded second place in the Championship Category after an extensive review by a judging panel in Washington D.C. comprised of law enforcement representatives and traffic safety professionals. The panel referred the top candidates for final approval to the IACP Highway Safety Committee which signed off on DPS' award-winning application.

"I would like to thank all DPS employees, both sworn and civilian, for working so hard to keep Arizona a safe place to live, especially through traffic safety work," said DPS Director Roger Vanderpool in response to the award. "Our Department's recent prestigious award from IACP is proof that our productive efforts toward traffic safety, and public safety in general, don't go unnoticed in the collective eyes of the national and international community."

The IACP also presented awards to individual law enforcement officers at their annual conference in Miami, Florida and one of their most prestigious individual awards was presented to DPS Major William R. Reutter.

Reutter, a 36-year DPS veteran, was given the IACP's "J. Stannard Baker Award for Highway Safety" which is presented to individuals who have made significant outstanding lifetime contributions to highway safety.



Proud moment

Flanked by two top officials from the IACP, DPS Director Roger Vanderpool (center) proudly displays the Department's second place award in the highest category of the 2004 National Law Enforcement Challenge. The Department was presented with the award at the 112th annual IACP conference in Miami, Florida. Also accepting the award on behalf of DPS was (from left) DPS Major Bill Reutter, Publications Specialist Jim Jertson, Lieutenant Bob Ticer, and Chief Jack Lane of DPS' Highway Patrol Division.



Lifetime contributor

DPS Major Bill Reutter (center) was given the IACP's prestigious "J. Stannard Baker Award for Highway Safety" at the 112th annual IACP conference in Miami, Florida. Reutter, a 36-year DPS veteran, was given the award for making significant lifetime contributions to highway safety. Reutter's wife, Cheryl, is pictured in the far left of the above photo.

The vital and unique role of the law enforcement phlebotomist

This article, written by DPS Lt. Bob Ticer, was published in the September 2005 issue of The Police Chief Magazine.

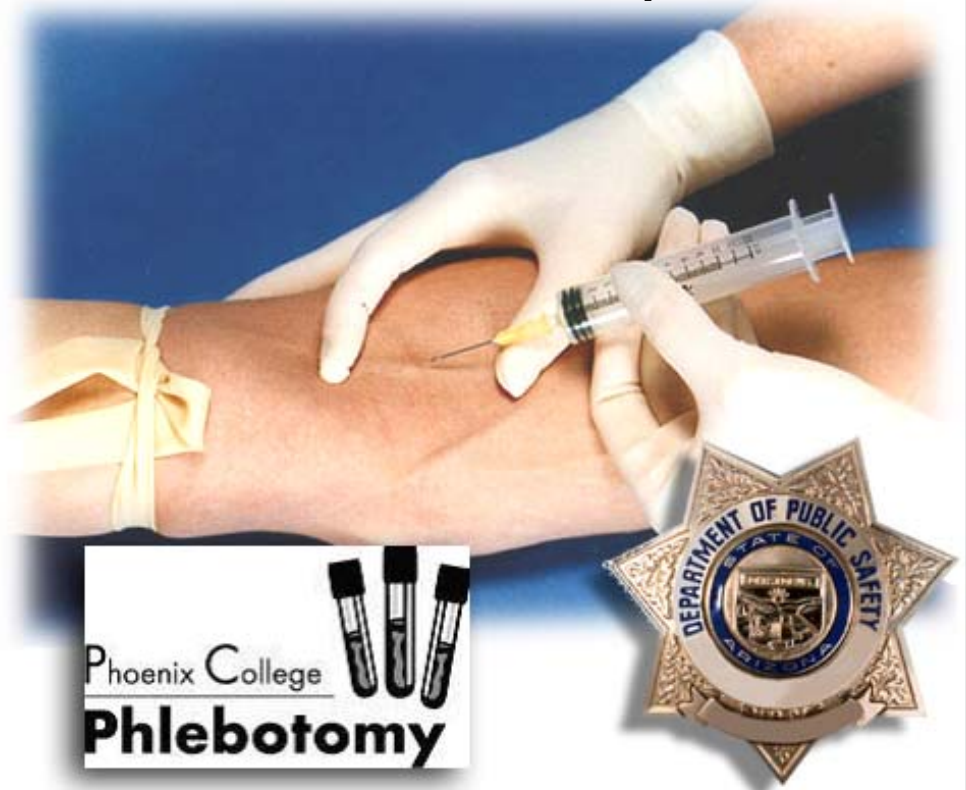
Drivers impaired by drugs or alcohol continue to plague highways and roadways in spite of the vigorous efforts of law enforcement agencies that are dedicated to traffic enforcement and of legislators who have produced stricter impaired driving laws.

In 2003, according to the National Highway Traffic Safety Administration, 40 percent of vehicle-related crash fatalities in the United States were caused by the impaired driver, resulting in the deaths of 17,013 people.

Law enforcement officers trained in standardized field sobriety testing (SFST) and the International Association of Chiefs of Police Drug Recognition Expert program developed by NHTSA are at the forefront of impaired driving enforcement. State legislatures, such as Arizona's, have reduced the presumptive blood alcohol level to 0.08 and enacted tougher laws for extreme driving under the influence (DWI) when one's blood alcohol level is 0.15 or greater.

Furthermore, Arizona's DWI law makes it a felony to drive while impaired if a child is in the vehicle, if the driver is suspended, revoked, or refused, or if the violation is a third DWI offense within 60 months.

A solid impaired driving case is built upon probable cause for arrest by the officer's observations of impaired driving cues and the driver's signs and symptoms of impairment during the SFST. Blood alcohol evidence is extremely important to successful prosecution. If blood alcohol evi-



is a prior implied consent refusal within the last 60 months on the record.

Arizona Department of Public Safety Phlebotomy Program

In 1995, the Arizona Department of Public Safety Highway Patrol (DPS) had two sergeants trained as phlebotomists to draw blood from DWI suspects. Both sergeants were certified paramedics prior to becoming certified phlebotomists.

hesitant to draw blood on uncooperative DWI suspects or after a search warrant had been secured, due to unfounded legal concerns. The Arizona DWI law allows physicians, nurses, or "other qualified persons" to draw blood during DWI investigations. It is important that the blood is drawn in a professional and expedient manner in every DWI investigation.

At the request of the Arizona DPS, the director of phlebotomy at Phoenix College pioneered the development of the law enforcement phlebotomy program. Officers obtain their certification after attending a comprehensive 40-hour course.

Pima College in Tucson and Coconino College in Flagstaff have modeled their curriculum on that of Phoenix College and have also begun training officers. During the training, officers conduct a minimum of 100 venipunctures in laboratory settings under the supervision of a certified phlebotomist.

These programs have been so successful that many other Arizona law enforcement agencies have trained officers as phlebotomists. Today, the Arizona DPS has 103 certified officer-phlebotomists throughout the state, and other Arizona agencies have more than 400 law enforcement phlebotomists operating in the state.

Arizona DPS Highway Patrol Officers now have the opportunity to obtain blood evidence in almost every DWI investigation.

dence is not obtained in a timely fashion, it is lost forever.

Officer skills and effective state laws are important to reducing the rate of impaired driving, but the question still has arisen concerning how to obtain blood evidence from a DWI suspect when he or she refuses to consent to a blood, breath, or urine test.

For example, in Arizona, if a DWI suspect refuses to consent to a chemical test upon arrest, the suspect's driver's license is suspended by the state motor vehicle division for 12 months, or for 24 months if there

From the success of this initial effort a statewide program developed and interest from other states and agencies indicates that the concept is at the cutting-edge and could soon be used by many agencies. Prior to implementing the DPS phlebotomy program, the department used hospital phlebotomists to draw blood if consent was given, when a breath screening device such as an Intoxylizer was not immediately available, or after the officer obtained a search warrant to secure blood evidence from a DWI suspect.

But some civilian phlebotomists were

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Phlebotomy ...

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Phlebotomy Use in DWI Investigations

Arizona DPS Highway Patrol Officers now have the opportunity to obtain blood evidence in almost every DWI investigation.

After an officer makes an arrest for DWI, the officer then reads the suspect the implied consent affidavit (also known as the admin per se affidavit) and requests a blood or breath test. If the suspect consents, the test is given. This test may include duplicate breath testing on the Intoxilyzer 5000 or 8000, or a consensual blood draw by a phlebotomist.

When a suspect refuses to provide the requested test, the DPS officer applies for a search warrant from a judicial officer for obtaining samples of the suspect's blood. The warrant may be requested in person, via phone, or via facsimile; this process takes about 30 minutes. The officer serving the warrant explains to the suspect that an Arizona DPS phlebotomist will be obtaining the blood evidence; at this point most suspects give their consent and do not resist. Those who physically resist are restrained while their blood is drawn.

If the situation is too dangerous for the suspect or the officers, the blood is not obtained and the suspect is charged with failure to comply with a court order. When it is necessary to obtain a warrant to seize the blood evidence, the suspect is still considered to have refused the test and a one-year driver's license suspension is sought from the motor vehicle division.

In addition to the 40-hour law enforcement phlebotomy program and 100 venipunctures, Arizona DPS phlebotomists must adhere to the department's phlebotomy manual, which requires, for example, that phlebotomists wear the protective clothing and gloves as required by the U.S. Occupational Safety and Health Administration.

Case Law

Schmerber v. California, 384 U.S. 757 (1966), is the leading case on compulsory blood tests. In this case, the U.S. Supreme Court ruled that police acted reasonably by ordering a warrantless blood test based upon probable cause from a DWI suspect who submitted to the test but did not consent to it.

In *State v. Woomer*, 196 N. J. Super. 583 (N.J. App. Division 1984), the appellate court affirmed that police may use force to obtain a blood sample and approved an officer's mild threat of force to obtain a drunk driving suspect's submission to a warrantless blood test. The courts do recognize that use of force to obtain a blood sample becomes unrea-

sonable at some level. Therefore, officers must use the minimum amount of force necessary when conducting blood draws.

DPS phlebotomists will not draw blood on individuals if the use of force is so great that the officers or suspects may be injured during the procedure. The use of a violent prisoner restraint chair has been very successful for completing blood draws on aggressive and resistant individuals. In those cases where the risk of injury is too great, the officer charges the suspect with failure to comply with a court order.

Benefits of Drawing Blood

The use of a search warrant to obtain blood evidence from DWI suspects by phle-



botomists eliminates the refusal from almost all DWI investigations.

Consequently, a blood alcohol level is obtained, is available for presentation in court, and results in more drunk drivers being convicted of extreme DWI. Arizona DPS has found that more defendants plead guilty to DWI when a blood alcohol level is obtained. This reduces court and overtime costs for officers and allows the department to keep officers on proactive patrol.

Since the implementation of this program, DPS has found that DWI suspects are more likely to consent to the required chemical test if they know that blood will still be obtained via search warrant and they still receive a one-year license suspension.

Implied consent refusals for Arizona DPS drunk-driving arrests have decreased from

434 refusals in 2003 to 382 in 2004, a 12 percent drop.

Arizona DPS phlebotomists tend to be the best impaired driving enforcement officers; therefore, they make excellent witnesses in impaired driving cases. Additionally, the chain of custody is simplified when an officer draws blood and then secures it rather than obtaining it from a civilian technician prior to booking.

The DWI Squad's mobile Intoxilyzer vehicle is equipped with a phlebotomy chair, telephone, and facsimile machine.

The driver and officers assigned to the squad all are certified phlebotomists, so they can quickly obtain at the arrest scene search warrants. This process has significantly reduced booking times, allowing enforcement officers to return to patrol more quickly. Additionally, the DPS assigns officer-phlebotomists to sobriety checkpoints. With the exception of Maricopa and Pima Counties, Arizona is still a rural state. Rural highway patrol officers often must travel an hour or longer to an Intoxilyzer unit, so officer-phlebotomists can now secure blood evidence

more quickly and occasionally even at the scene of serious crashes.

Arizona DPS phlebotomists are used for cases other than DWI. They are called to assist local and county law enforcement with sexual assault, assault, and homicide cases when DNA evidence is needed.

These blood draws simplify the chain of custody and build relationships between law enforcement agencies. In addition, blood draws can help investigators rule out impairment during serious crash investigations when alcohol or drugs are not suspected.

The Arizona Experience

The law enforcement phlebotomy program has been highly successful for Arizona DPS and law enforcement. Phlebotomists are highly trained and their skills have been widely accepted in the courts. This program has resulted in higher conviction rates, reduced administrative time, and fewer refusals by impaired drivers.

Arizona is committed to reducing impaired driving collisions, and this program has been an excellent avenue to succeed.

Civilian pay plan at DPS set to undergo significant changes soon

Many civilians will have an important decision to make regarding the new plan

In an effort to provide its employees with more frequent pay increases and help mitigate current salary overlap problems, DPS recently obtained Merit System Council approval to make three substantial changes to the Department's civilian pay plan.

The changes, which are scheduled to take effect Jan. 20 and will require many employees to make an important choice, will mark the most significant and noticeable changes to the civilian pay plan at DPS in several years.

It is anticipated that the changes will improve the Department's ability to attract and retain qualified civilian employees.

Work to implement the substantial changes actually began in August of 2002 with the formation of the Classification and Compensation Working Group (CCWG.)

The CCWG, which was made up of 14 DPS employees representing a cross-section of the Department, was formed with the goal of developing an entirely new pay plan that would be much more equitable for both civilian employees at DPS and the Department itself.

It was hoped that the pay plan the CCWG came up with would create a more equitable pay structure for all civilian classifications and establish the guidelines under which market adjustments would be applied to this structure.

After countless meetings and nearly two years of hard work, the CCWG finished its proposal and delivered its detailed plan to the Executive Staff in March of 2004.

With a change of administration at DPS quickly approaching, however, the CCWG's constructive, resourceful recommendations were temporarily "put on the shelf".

Shortly after Roger Vanderpool was appointed director of DPS this past spring and the new administration was put in place, Vanderpool made it one of his priorities to quickly take the CCWG's recommendations back "off of the shelf" and implement some of the group's best proposals.

He did this knowing civilians at DPS deserved a better pay plan as soon as possible and that a better pay plan would improve the Department's ability to hire and keep quality civilians.

As part of Vanderpool's strong commitment to helping civilians see improvements quickly, a Civilian Pay Committee was established at DPS this past June to deter-



New pay plan

As part of the new pay plan, the existing three step salary schedule was expanded to nine steps which allows employees to receive pay adjustments more frequently.

mine what elements of the original CCWG plan could be implemented immediately.

It was understood that not all elements of the CCWG's original proposal could be implemented right away because many of the elements hinged on how "market" salaries would be identified for both sworn and civilians.

Since Vanderpool recently determined it is in the best interest of the Department to hire a consultant to address the process of identifying "market" for both sworn and civilian classifications, the Civilian Pay Committee focused on the elements of the original CCWG proposal that could be implemented quickly regardless of how "market" salaries were to be determined.

The elements they identified and recently received approval to implement are listed below. It should be noted once again that many DPS employees will have a choice to make involving item #2 of the scheduled changes.

To inform and aid in this decision, an election form containing individual salary differences will be sent by U.S. mail to those employees that are affected.

To further educate employees on the three components and allow employees to ask questions about the changes, Town Hall meetings will be conducted in Tucson, Phoenix and Flagstaff.

Dates, times and locations are being scheduled and will be announced to employees as soon as they are available.

Item #1 – The existing three step salary schedule was expanded to nine steps. Although the time required to top out increases from six to eight years, the sum total of mon-

neys received by an employee is the same in both schedules, however, the advantage in the nine step schedule is more frequent pay adjustments and funds are received sooner.

The new schedule was created using the existing Entry and Maximum pay rates for each classification and adding seven equally spaced steps between. Current pay for those in single salary positions or who have already been topped out is not affected. Qualifying employees will advance through the steps of their respective classification schedule, one step per year based upon their classification date, until topped out. For other than single salary positions, new hires (one year or less) and those that promote will be placed into the nine-step schedule automatically.

Item #2 – For those between years one and six, the benefits of one schedule over the other varies by individual and preference. Therefore, the Department is offering those employees a one-time opportunity to select either schedule.

Item #3 – An 'Up and Over' policy has been adopted. When employees promote to a multi-step position under this policy, they will go up to the salary schedule of their new classification and over to the step that provides for an increase in salary. If the increase is less than \$500/year, the employee's salary will be established at \$500 more than their base salary before promotion (if not above the top of that range). They will continue through the salary schedule for their new classification based on the anniversary date of their promotion.

For additional questions, please contact Human Resources at 602-223-2290.

Rookie officer at DPS recovering miraculously after critical injury

It has been nearly three months since Charlie Hopkins was placed into a drug-induced coma to alleviate the brain swelling he incurred after being hit by a suspected drunk driver while on a special law enforcement assignment in Payson.

After a truly miraculous and remarkable recovery, though, the 23-year-old rookie officer at DPS was cleared for release from Banner Good Samaritan Rehabilitation Center in Phoenix on Oct. 24.

Charlie started to awaken from his near 50-day coma Oct. 3 to the smiles, tears and relief of his close family members and friends.

More remarkably, though, was Charlie's ability to quickly recognize and acknowledge the people that doctors felt he might not ever be able to remember again considering his potentially serious brain injury.

"The doctors were telling me that he probably wouldn't remember who I was, and who our daughter was when he woke up," said Charlie's wife, Serena.

Most of the time Charlie was in his coma, doctors feared that the impact of the Aug. 18 accident had left him with a "brain shear" injury, according to DPS Officer Terry Lincoln, the Department's liaison with the Hopkins family.

"This type of injury is extremely serious because it essentially means that the four lobes within the brain have separated from one another," Lincoln said.

As a result, a person with a brain shear injury has no possible connection or communication from one section of the brain to the other. The injury can result in the patient becoming permanently and completely blind, deaf, mute, and unable to walk.

"Based on their observations and experience, doctors firmly believed Charlie had a brain shear injury," said Charlie's wife, Serena. "As a result, we had to prepare ourselves for the absolute worst when he woke up."

During the early part of his coma, doctors also told the Hopkins family there was a chance Charlie could die from his injuries.

As if things weren't already difficult enough for Serena as she tried to cope with her husband's potentially crippling injury, her beloved mother happened to pass away from a short illness during the latter part of Charlie's coma.

Whether the result of endless and constant prayer, inexplicable good fortune, or the fact that one family should only be allowed to suffer so much, no devastating brain injury seems to have found its way into Charlie's life. He has also completely



Grateful man

DPS Officer Charlie Hopkins pauses for a picture with his wife, Serena, just two weeks after awakening from a near 50-day drug-induced coma. Hopkins was critically injured Aug. 18 after being hit by an alleged drunken driver. He thanks God for starting him on the path to what appears to be a truly a miraculous and remarkable recovery.

recovered from his physical injuries.

Doctors began to wake him from his coma in early October because the pressure and swelling in his brain had stabilized.

However, it was still unknown what the extent of his brain injury would be. The seriousness of the injury would almost all be determined by how Charlie responded to those around him after he woke up.

"The most anxious moment for me was when Charlie was starting to wake up," Serena said. "I was so scared he wouldn't know who I was or even be able to function on the most basic levels."

As soon as Charlie started coming out of his coma, though, extremely positive signs began to present themselves like one small miracle after another.

Within just moments of waking up, doctors began to ask Charlie simple "yes" or "no" questions. "Is this your wife sitting next to you?," they asked him.

He nodded his head yes.

"Is your child a girl?," they asked him.

He nodded again.

"I knew from those initial responses Charlie gave to the doctors that he would probably come out of this 100 percent," Serena said.

Serena's instinct about her husband's

remarkable ability to recover seems to have been completely accurate.

Within just a few days of waking up from his coma, Charlie began to function on his own while cracking jokes, making very witty comments, and processing complex thoughts about what had happened to him.

It was definitely not the Charlie doctors thought might not ever be able to tie his own shoes again.

In an interview with Charlie only two weeks after he awoke from his coma, the young man said he feels as if his mental capacity is strong and that he hasn't forgotten much at all.

"If I do forget something, I will usually remember it within an hour or so," said Charlie, laughing at the thought.

As a sign of Charlie's strong mental capacity, which doctors say will only continue to improve over time, he said he remembers everything up until the exact moment he was hit by the suspected drunk.

"I was walking along the sidewalk to my hotel in Payson when I heard tires squealing behind me," Charlie said. "It sounded like someone was trying to act like a real hot shot, and I told myself I would just let this guy go by. But he came up on the sidewalk

CONTINUED ON PAGE 13

DPS establishes partnership with Arizona Government University

Employees can register for a variety of free classes by visiting www.azgu.gov

by Kellen Chavez
State Service Intern

A recent mandate from Gov. Janet Napolitano combined with the Department's desire to provide agency employees with bountiful training opportunities is serving as the fuel behind an unprecedented partnership DPS recently established with Arizona Government University.

The partnership will give any DPS employee, whether sworn or civilian, the opportunity to receive specific, enriching instruction in numerous areas relevant to the tasks and responsibilities of the Department.

With the exception of a very small number of certification courses, the instruction and classes will be provided to employees completely free of charge with the hope that employees will strengthen and enhance the skills they already bring to their jobs.

DPS has already spent \$76,000 to reserve nearly 7,000 hours of instruction for its employees as part of the partnership.

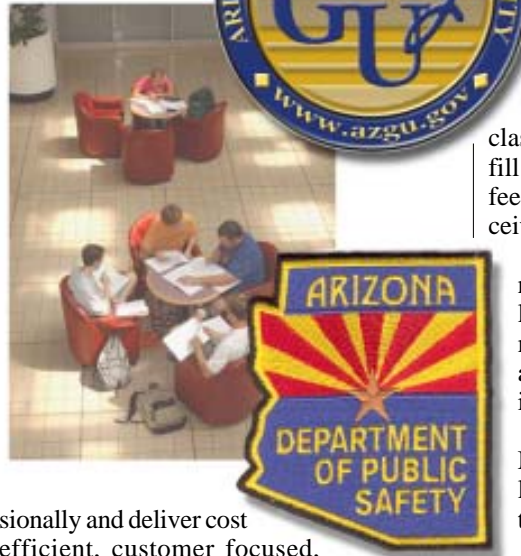
DPS Training Specialist Patt Ficere is responsible for making sure DPS employees take advantage of the new program. She is also responsible for taking part in important survey processes that will help ensure that useful courses are offered to employees.

"Since July 1, we have had over 50 employees register for classes and I believe this exciting partnership is off to a great start," Ficere said. "We want employees to really take advantage of this and use up all of the instruction that has already been purchased. We've already paid for the classes

so go ahead and use them."

The types of classes offered range anywhere from simple new employee orientation classes to courses focusing on preventing sexual harassment or addressing ethical issues in the public sector.

The mission of Arizona Government University states, "To create a workforce development program that delivers critical competencies and skill sets to enable employees to develop profes-



sionally and deliver cost efficient, customer focused, state government services."

Ficere talks on behalf of DPS in a similar respect.

"The Department just really wants its employees to embrace this," Ficere said. "It's a wonderful opportunity to take classes to enhance professional skills."

In addition to the Phoenix-area, Arizona

Government University plans to offer classes throughout the state. Flagstaff, Tucson and Yuma are the most recent cities to embrace the partnership by hosting classes.

Classes are simple to register for. There is a link to registration from the DPS website and employees are also able to register by visiting the website at <http://www.azgu.gov>.

However, in order to register for classes, an employee must have his or her supervisor's submitted approval 72 hours before the class is held.

Ficere says that while the program is already beneficial in its current form, it can only grow and improve with the response of employees who have gone through the classes.

Once employees have completed a class, Ficere sends them an online survey to fill out so the Department can have in depth feedback on how each employee has perceived the class' benefits and drawbacks.

"It [the survey] is specific to our needs here at DPS," Ficere said. "It allows us to compliment Arizona Government University when appropriate while asking for additional types of training or instruction."

Ficere also said that DPS' Training and Management Services Bureau is always looking for better ways to enhance its training resources for employees.

This partnership with Arizona Government University appears to be something that DPS employees can take advantage of and embrace to its full potential.

For more information, please visit Arizona Government University's website at <http://www.azgu.gov>. Additional questions can be directed at DPS Training Specialist Patt Ficere by calling (602) 223-2745.

Department's Human Resources Bureau needs your help



The Department is continuing to recruit applicants for the classification of Officer. In order to fill the scheduled academy classes with quality individuals, the agency needs your help. Most people testing with DPS say they heard about the Officer openings at the agency from friends and family employed by the Department. "Please continue to let people know what a great opportunity this is to join DPS," said DPS Commander Beau Johnson, who oversees Human Resources. "Encourage family members and friends to fill out a preliminary application or contact Recruit Officer Paul Etnire at (602) 223- 2293 for more information."

DPS' role is limited in helping sworn retirees conform to gun law

New law allows retired cops to carry concealed weapons nationwide if they can qualify

Throughout the past year, the Arizona Department Public Safety (DPS) has received numerous requests from retired DPS sworn personnel to allow retirees to qualify at department firearms qualification shoots.

This is to facilitate compliance with the new national law enforcement officers' safety act, which allows retired law enforcement officers to carry concealed weapons nationwide.

In August 2005, Arizona House Bill 2450 set the guidelines for a retiree to carry a concealed weapon. Within the guidelines it states a firearm qualification shoot and judgmental shooting evaluation, which meets AZPOST standards, must be completed annually.

In response to the new act, the department had to look at a number of issues, which would affect agency instructors, records keeping, expenses, etc.

If retirees were allowed to qualify at normal department qualification shoots, this would add an untold amount of people shooting, which would add additional time the firearms instructors would have to spend at the firearms range, thus reducing the time spent in their normal daily work, i.e. working the road, etc.

For the judgmental shooting evaluations, the department currently uses simunitions training and the Multi-Interactive Learning Objective (MILO) system. If the department was to offer only MILO training to retirees, the amount of time to accomplish this would be very taxing to DPS instructors, knowing that the least amount of time to put an individual through MILO is approximately 20 minutes. At present, the department has only one MILO and it is located in Phoenix. Other law enforcement agencies have purchased or are in the process of purchasing their own MILO systems for their agency use.

If the department was to offer simunitions training to retirees, this also would be taxing to DPS instructors, not to mention the expense of one dollar per round for simunitions ammunition.

The act states a retiree must possess a document certifying his or her current firearms qualifications standards. It is not known what record keeping requirement would be required for recording retiree qualification status; however, this would burden our training staff with additional work.

There are also liability issues associated with allowing non-departmental employees on the firearms range, should range-related



Retired officers have asked if they can qualify at DPS firearms qualification shoots.

injuries occur. Also, the department would have no control of non-department weapons. Additionally, there is a potential liability incurred by certifying retirees, this would be in the form of civil liability from the actions of a retiree.

In order to assist retired Arizona law enforcement officers in their attempts to conform to Arizona HB 2450, which took effect August 12, 2005, the AZ DPS Concealed Weapon Permit Unit (CWPU) will issue a "Certificate of Firearms Proficiency" to qualified retired law enforcement officer applicants.

DPS retired officers will need to qualify with the type of firearm they wish to carry (pistol and/or revolver) and pass a judgmental shooting evaluation. Applicants must qualify through an Arizona CCW instructor who is also an AZPOST certified firearms instructor.

After qualifying, the instructor will provide the retiree with an application that must be filled out and submitted to the CWPU, along with a photocopy of their retired credentials, a letter from the Department and a money order for \$20. No fingerprint card is necessary

and the Departmental letter and photocopy of credentials will not be required for subsequent applications.

Upon receipt of all required documents, the CWPU will issue the certificate, similarly like a CCW permit. Active duty peace officers do not need this certificate; they may carry nationwide using their law enforcement credentials.

Firearm qualification will consist of standard AZPOST requirements (50 rd course, ranges of 25, 15, 7 and 3 yards, and a minimum passing score of 210). Judgmental shooting evaluations can be accomplished by a variety of approved means to include the use of FATS/Range2000/MILO units, "friend or foe" targets, video scenarios, etc. This portion of the qualification must follow AZPOST requirements.

Certificates are valid for one year, beginning from the date the qualification was completed. Certificates are not CCW permits; they are simply a documentation of training/qualification that must be carried along with the retired officer's credentials

when carrying a concealed firearm. CCW permits do not substitute for this document. A list of training organizations can be found on the DPS CWPU website at: www.azdps.gov/ccw/orgs.asp.

This process alleviates the need to use department personnel, equipment and resources for training/certifying retirees and eliminates liability concerns.

In response to the new law, DPS had to look at a number of issues which would affect agency instructors, records keeping, expenses, liability, etc.

Commander Terry Tometich retires from Department after 31 years

by Kellen Chavez
State Service Intern

When Commander Terry Tometich left Iowa State University equipped with a degree in aeronautical engineering and preparing for a four year stint in the military, a career in law enforcement was not exactly on his mind.

"I didn't want to be in law enforcement because my father was an officer with the Iowa Highway Patrol," Tometich said. "I knew about the sacrifices that my dad made working six days a week, ten hours a day.



He rarely had a day off and there was no such thing as overtime or comp time back then. He had to work as long as it took to get the job done."

As his military service came to an end, though, Tometich came to a rather important realization concerning his prior career inclination.

"While I was in the military, I realized that I didn't want to be an aeronautical engineer for the rest of my life," Tometich said.

With a new focus, Tometich then enrolled in the University of Arizona and received a degree in public administration. While at the UofA, Tometich was recruited by now retired DPS Major Tom Milldebrandt.

In January of 1974 Tometich entered the Department in a civilian position due to cutbacks in sworn employees, but he finally entered the academy later that August.

Thus began a career at DPS that came to an end this past September after 31 years of service to the agency.

Over the course of those years, Tometich was assigned to numerous parts of the state as he moved up the ranks from Officer to Commander.

He first assignment was to the Highway Patrol in Blythe. Within a year or two, he transferred to Phoenix to work within what is now the Department's Research and Planning Section. After about a year serving in that capacity, he was assigned to the Criminal Investigations Division until his promotion to Sergeant in 1978.

He served as a sergeant with the Highway Patrol in Sierra Vista for nearly two years then transferred to Safford just as the historic Copper Miners' strike in Morenci was

ning to end. When you arrest someone out on the road you may never find out what actually happens to them. That's why it was so satisfying for me to see someone raw develop into a police officer."

After the academy closed in 1995, Tometich was assigned as the Commander of the Highway Patrol Division's Southern Region. He remained there up until his retirement this past September.

"It was interesting and challenging to be assigned to southern Arizona as the region faced its high-profile immigration and narcotics problems," Tometich said.

During his career, he received a number of DPS awards for exemplary service, including a life saving award

in the early 1990s for pulling a woman from a raging wash in Tucson.

He was on his way to ALETA when he spotted the woman whose car had been swept down the wash during a heavy rain storm.

Tometich and another ALETA staff member waded into raging wash, risking serious personal injury, to help secure a tow strap to the woman's car. When

the tow strap was secured, the woman was pulled from the creek by a powerful truck.

With a few vacations planned, Tometich intends to spend retired life helping his wife manage and operate a physical fitness and personal training franchise in Tucson called Fitness Together. The Tometich's own the Arizona franchise of the worldwide corporation.

Tometich also plans on playing more golf and spending more quality time with his children and grandchildren. He said he feels at home in Tucson and plans on remaining in The Old Pueblo for a long time.

In closing retrospect, Tometich reflects on his career with a great sense of pride and satisfaction.

"My time has come and gone. I enjoyed my job and still feel like I had the best job in the Department," Tometich said. "Since I've been here in the Department I've always gotten my enjoyment with seeing other people succeed around me. If I've had just a small part in their success, that's been enough gratification for me."

"My time has come and gone. I enjoyed my job and still feel like I had the best job at DPS. Since I have been here, I've always received enjoyment watching other employees succeed. If I've had just a small part in their success, that's been enough gratification for me".

— Terry Tometich

flaring up.

After his time in Safford, Tometich promoted to Lieutenant and was transferred to CI in Tucson. Tucson, as it turned out, would become the place Tometich would know as home.

After two years in CI, Tometich was assigned to the Arizona Law Enforcement Training Academy (ALETA) in Tucson. He initially served as the basic training director at the facility but was quickly charged with commanding the entire academy upon his promotion to Captain.

As it turned out, Tometich would serve as Commander of ALETA for seven years until the academy's closing in 1995.

Thirty-one years of service carries with it a plethora of rewarding experiences, but Tometich said that he received the most satisfaction during his years at the academy.

Tometich said, "You could look at them [officer recruits] raw, and then see the incredible progression they make leading up to their academy graduation.

"You saw the process from the begin-

Hopkins ...

CONTINUED FROM PAGE 9

and hit me and that's all I remember."

Hopkins was staying at a hotel in Payson at the time of the incident with a large group of other rookie officers from DPS.

All of the officers were enrolled in the Department's seven-week, post-academy advanced basic training program and were sent to Payson for a few days beginning Aug. 17 to help destroy marijuana plants.

Charlie and a few other officers left their hotel for a while after a day of grueling work to eat dinner and eventually throw a few quarters into the slot machines at the local casino. Charlie said he spent most of his time listening to music at the casino and became tired as a result of his long day.

"I decided to walk back to the hotel to get ready for bed because the casino's shuttle van was not immediately available to give me a ride," Charlie said. "It was also a short distance to the hotel."

Charlie was hit while walking along the sidewalk very close to the casino. The suspected drunk driver that hit him fled the scene but was arrested a short time later.

In addition to recalling vivid memories about what had happened to him, Charlie's memories of his love for his wife and daughter are just as strong as ever.

In fact, as soon as he had the strength to pucker his lips, he was leaning in to give Serena a kiss from his hospital bed. The news that Charlie had given his wife a kiss shortly after waking up spread like wildfire throughout the hospital and brought tears of joy to both nurses and patients alike.

After all, most people following Charlie's story feared that he would not even remember who his wife was, perhaps for the rest of his life.

Charlie's memories and love of his seven-month-old daughter, Leah, were also so vivid and strong following his coma that he cried about them.

"I am a very strong person and I don't cry much at all," Charlie said. "But I really broke down one night at the hospital because I felt as if I was not getting to see my daughter enough due to my hospital stay."

The proudest moments that Charlie has experienced since awakening have come with being able to see his daughter again.

"Leah also enjoys being with Charlie again," Serena said. "She smiles at him with her one little tooth."

A 225 pound man at the time of the accident, Charlie lost as much as 50 pounds while in the coma. He has started to regain a great deal of weight.

The other injuries Charlie suffered in the

accident, a broken leg and wrist, have completely healed. Even after spending so much time in bed and having a rod placed in his broken leg, Charlie has had little trouble learning to walk again.

"I am not trying to brag, but I walked a lot better than most of the other people in the hospital when I woke up," said Charlie, with a bit of playfulness in his voice.

DPS Officer Terry Lincoln, who was the Recruit Training Officer for Charlie at the Arizona Law Enforcement Academy, has been along for the young man's recovery every step of the way.

"The doctors are totally amazed at his progress," Lincoln said. "I don't think they felt he would be anywhere near where he is today. He has amazed them all."

When asked about the driver who hit him, Charlie's reaction is hardly one of bitterness. He says that he is just happy to be alive and able to see his wife and daughter.

As long as the man sees jail time and can't hurt other people, Hopkins does not care much about him.

"When I first heard about the man that hit me, I just wanted to talk to him," Charlie said. "But now that he is in jail and I am free I don't care. I just hope he stays in jail."

After all that he has been through, Hopkins is so thankful for the prayers everyone at the Department said for him.

"I want everyone at DPS to know that I appreciate their thoughts and prayers," Charlie said. "DPS is a real family for worrying about me the way they did."

If he continues his recovery at this rate,

Charlie will likely be capable of fulfilling his dream of being an officer at DPS. Doctors believe that returning to police work will be a real possibility for him at some point.

For those who don't remember, Charlie's injury occurred just two weeks after he graduated from ALEA and just a few weeks before he was going to begin field training as a Highway Patrol Officer. His first highway patrol assignment was slated to be in Phoenix's Metro West District.

"I was so happy to hear I could return to being an officer at DPS if I continue to improve," Hopkins said. "I wouldn't have it any other way or with any other agency. You know I will be back."

As with any brain injury, Charlie will be put through a variety of tests and mental exercises to make sure he is as sharp as he was before the accident. If he needs improvement in some areas, doctors feel he will be able to make them over time during his rehabilitation sessions.

Judging from Charlie's fierce determination and remarkable recovery so far, you would have to be crazy to think he won't be back 100 percent.

According to Charlie, though, his miraculous progress to this point has not been the result of his own determination, mental toughness, or physical strength.

Charlie vehemently believes a higher power has been on his side thus far.

"I think somebody upstairs likes me and has been watching out for me," Charlie said.

Kellen Chavez, State Service Intern, and Jim Jertson, Publications Support Specialist, worked together to compose this article.



Birthday kiss

DPS Highway Patrol Officer Jason Warren of Kingman got a surprise birthday kiss from actor Erik Estrada while working at a child passenger safety fair August 27 in Flagstaff. Jason's father, Mike, who is an officer with the Phoenix Police Department, submitted this picture to *The Digest* in honor of his son's 23rd birthday. Hopefully, Jason will still talk to his father after this. Estrada reached considerable fame as Francis "Ponch" Poncherello, a California Highway Patrol Officer on the U.S. television series *CHiPs*. Today, Estrada is involved in a variety of community service projects. As of late, he has been helping DPS and other law enforcement agencies inform the public about the importance of using properly installed child passenger safety seats when traveling with small children.



Letters

Dear Director Vanderpool:

On behalf of the Boys & Girls Clubs of Greater Scottsdale, I would like to extend our heartfelt gratitude to you and the Arizona Department of Public Safety for your very generous grant of \$25,000 in support of the Club's Smart Moves programs. Your support helps open doors of opportunity to Northeast Valley youth. Our entire organization is very excited about our new partnership with DPS.

The door you helped keep open for kids is a door to a place where children receive encouragement, lifelong learning skills, and mentoring from professionally-trained staff. That guidance includes helping children to develop the strength to resist drugs, alcohol and tobacco.

Our Club serves approximately 14,000 youths each year with after-school programs and summer programs. Kids and parents rely on our seven Clubs and twelve Outreach sites every day for a safe and positive environment where challenging and enriching programs are offered on a daily basis.

Your generosity will enable us to insure that our Smart Moves program reaches a minimum of 1,000 kids.

Again, thank you very much for your generosity. Together we can keep the doors of opportunity open and continue to make a difference in our community.

James C. Stratton
President & CEO

Dear Director Vanderpool:

This past Saturday night, my mother and I were on our way home on Interstate 10 from my daughter's house in Ahwatukee. All of a sudden, my rear tire blew. I pulled off the freeway and called my roadside assistance. I was told it would be an hour and a half to two hours before they could come. Just then a Highway Patrol car pulled up behind me and the officer got out and came over to the car. I told him what my roadside assistance operator told me and he said that was not acceptable. He said he was not going to leave two women out on a dark highway. He then proceeded to change my

tire. I would publicly like to thank this wonderful officer for helping us. He is with the Arizona Department of Public Safety and his name is Jim Wood, badge no. 6336. He did not hesitate to come to our rescue. We won't forget him and his help.

Sydnea Weyker
Sun City

Dear Director Vanderpool:

On July 17, 2005, I was stopped for a speed limit violation on Interstate 17. This is not a good thing. However, I would like to take a moment of your time to tell you that Officer Steven Costello represented himself and your department in a courteous and professional manner.

He was courteous and professional despite the oppressive heat that day and our four pound Chihuahua that never stopped barking at him. This little dog is a wannabe Rottweiler.

Officer Costello took it in stride and never missed a beat. The courtesy this officer afforded my wife and I will not be forgotten. This officer is an asset to your department and I wanted you to know of his good work.

I would greatly appreciate it if you would relay our gratitude to Officer Costello.

Spencer Huntoon
Sedona

Dear Director Vanderpool:

Last night I was driving home to Sierra Vista from Tucson on Interstate 10 when I had a tire blow out.

I was a woman alone at 9 p.m. on a very busy roadway and several angels must have been watching out for me.

One of these angels was DPS Sgt. Ed Slechta. He assisted another gentleman in changing my tire and he stayed with me to ensure I was safe.

Last night, I experienced a kindness that gave me a personal link to just what fine people we have working and risking their lives for us. With many thanks I am sending this letter.

Jacqueline Davidson
Sierra Vista

Dear Director Vanderpool:

On June 29, 2005, I was traveling from Holbrook to Flagstaff for a post-operative medical appointment. I had undergone ankle surgery two weeks before.

My wife was driving our mini-van while I was laying in the back on a make shift bed with my leg elevated. About twenty minutes outside of Flagstaff on Interstate 40 our van sustained a flat tire.

Fortunately for us, DPS Cmdr. Bill McCance stopped on the scene and as-

sisted. He was very kind and even took the time to change the flat tire for us. Because of my physical condition there is no way that I could have changed the tire myself.

I realize that he is a very busy man and was actually on his way to a meeting in Winslow. However, he still offered to change the flat for us. I never did ask him to do so.

I will never forget Commander McCance's act of kindness. I appreciated his efforts more than I can say.

Ralph E. Hatch
Holbrook

Dear Director Vanderpool:

On behalf of the Maricopa County Sheriff's Office and the Acosta family, I would like to take this opportunity to thank Jerry Navarro, Rita Justin, Stephanie Skelton, Lisa Gregory, and Gail McBride for their outstanding devotion to duty and their tireless cooperation regarding the apprehension of Rodrigo Cervantes Zavala.

The investigation of a homicide is one of the greatest challenges and profound responsibilities of a law enforcement agency.

On July 11 at about 11 p.m., homicide detectives with MCSO responded to Queen Creek, Arizona to find three victims who had been brutally murdered. The victims were an older couple and a teenage boy.

Detectives learned that there were two very young children in the home who had been abducted by their biological father, Rodrigo Cervantes Zavala, and that Zavala had fled to Nogales, Mexico.

In an extraordinary partnership between law enforcement agencies, the personnel assigned to the Federal Bureau of Investigation, the Immigration and Customs Enforcement, the US Attorney's Office, the Department of Justice International Affairs Division, the Phoenix Police, the Glendale Police, the Flagstaff Police, the Coconino County Sheriff's Office, the Maricopa County Sheriff's Office, the Arizona Department of Public Safety, the Center for Missing and Exploited Children, the Carole Sund/Carrington Memorial Reward Foundation, the Mexican Agency of Federal Investigations, the Jalisco Regional Attorney Generals Offices, the Nogales Police Department, and the Mayor of Nogales, Mexico all contributed to the apprehension of Rodrigo Cervantes Zavala and the safe return of the two kidnapped children.

The Maricopa County Sheriff's Office takes great pleasure in commending the actions of your staff and advising that their efforts have contributed to charges against Zavala including homicide and kidnapping.

Joseph M. Arpaio
Maricopa County Sheriff



Who Is he?

As a young boy, he was full of playful energy and zest for life. Today, his enthusiasm remains as he goes about his duties as a DPS Highway Patrol Officer in Phoenix's Metro Central Patrol District.

Who is this DPS employee?

Correctly identify him and you will be eligible to win a DPS polo shirt courtesy of the Associated Highway Patrolmen of Arizona (AHPA).

Interdepartmental e-mail entries should be addressed to Jim Jertson, badge number 5609.

Internet entries should be sent to jjertson@azdps.gov.

Interdepartmental mail should go to *The Digest*, P.O. Box 6638, Phoenix, AZ 85005.

October contest

The October contest was not finished as of this printing. However, the winner of the September contest was Deanna Woods, a part-time Office Coordinator assigned to Prescott. She won because her picture was featured on page 15 of the September *Digest* and no employees correctly identified her.

Inside DPS

25 YEARS OF SERVICE

Dopadre, Joseph G., 2845, Officer

Godfrey, Neil R., 2848, Applications System Analyst

Hill, Ronald, 2843, Telecommunications Specialist

20 YEARS OF SERVICE

Annett, Joseph W., 3737, Aircraft Mechanic Supervisor

Brown, Gerald M., 3709, Pilot

Drummond, Pete J., 3704, Officer

Jarvis, Jack L., 3734, Officer

Jolly, John S., 3730, Latent Print Examiner

Loughlin, James F., 3714, Telecommunications Technician

Mace, Dale K., 3706, Officer

Rennaker, Kay D., 3719, Admin. Assistant

Valencia, Rene, 3707, Sergeant

NEW EMPLOYEES

Castillo, Raymond R., 6598, Cadet Officer

Cortez, Hector M., 6599, Cadet Officer

Curnutte, James K., 6600, Cadet Officer

Eckhardt, Austin T., 6601, Cadet Officer

Farley, Curtis G., 6602, Cadet Officer

Felan, Daniel J., 6603, Cadet Officer

Frankowski, Tomasz M., 6604, Cadet Officer

Luchtman, William J., 6605, Cadet Officer

Miller, Mike E., 6611, Fingerprint Technician

Montierth, Joseph E., 6595, Telecommunications Technician

Olson, Alan J., 6606, Cadet Officer

White, Sterling A., 6609, Cadet Officer

Yavicoli, Joseph A., 6610, Cadet Officer

DEPARTURES

Arnson, Dane F., 6596, Cadet Officer

Burke, Joseph J., 6597, Cadet Officer

Driscoll, Carol E., 4967, Intelligence Research Specialist

Fretwell, Brandy K., 6186, Criminal Records Specialist

Frias, Olivia M., 4908, Administrative Assistant

Mahan, Darrell S., 6525, Police Communications Dispatcher

Malachowski, Lisa L., 6417, Criminalist I

Roe, Paul D., 6607, Cadet Officer

Talbot, Cody S., 6608, Cadet Officer

Tatro, Timothy T., 5275, Officer

Thomason, Henry A., 6451, Officer

RETIREMENTS

Adams, John A., 3437, Officer, 21 years

Stoneberger, John E., 842, Officer, 34 years

Varley-Demarco, Kimberly A., 4477, Officer, 15 years

BIRTHS

Prince Adams Jr., Thomas Jacob, and Marissa Antoinette - 3lbs., 8 oz., 3lbs., 11 oz., and 3lbs., 14 oz., respectively. Born Oct. 17 to the daughter of DPS Criminal Records Specialist Olivia Verduzco. Tami, who is the proud mother, and the triplets are doing fine.

Hailey Paige McWhirter - 8lbs., 6 oz. Born Oct. 2 to DPS Officer Rich McWhirter and his wife. Rich is assigned to the Highway Patrol in Metro East.

Michelle Marie Proffer - 9lbs., 5 oz. Born Sept. 29 to DPS Officer Joe Proffer and his wife Mary. Joe is assigned to the Highway Patrol in Cordes Junction.

Charlie Warner - 8lbs., 9 oz. Born Oct. 6 to DPS Officer Charlie Warner and his wife Elizabeth. Charlie is assigned to the Highway Patrol in Phoenix.

OBITUARIES

Lyle Hoffman passed away Oct. 17. He was a retired DPS officer.

Gerald "Lee" Tipword, badge no. 307, passed away Oct. 26. He was a retired DPS officer.

Dick Morris passed away Sept. 29. He was the father of DPS Det. Ken Morris and father-in-law to Supervising Criminalist Beth Brady-Morris.

Rhett Whetten passed away Oct. 20. He was the son of Sergeant John Whetten who is assigned to the Highway Patrol in District 11.

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Down the Highways

November 1965

While working surveillance in south Phoenix, state Department of Liquor Licenses Agent Alfred Moore was shot to death by a man who later committed suicide.

The incident began when Moore noticed the man struggling with a woman and intervened. The man shot the Liquor Licenses agent and then fled. Later, when confronted by police at a central Phoenix motel, the man fatally shot himself with the same pistol he used to kill Moore.

The Enforcement Division of the Department of Liquor Licenses was incorporated into DPS on July 1, 1969.

November 1970

In early November, DPS Highway Patrol Officer Doug Stine, who was discharged from the U.S. Army in February, was presented with a bronze star for outstanding service as a reconnaissance sergeant and later as an aerial observer in directing artillery fire missions, helicopter pilots and medical evacuations for ground units in Vietnam.

November 1975

A young Tempe woman was rescued from a dangerous precipice Nov. 11 on 3,500-foot Red Mountain, 10 miles northeast of Mesa.

She was rescued by DPS Paramedic Mike McArthur and Pilot Dan Jones. A witness saw Rhyne drop 30 feet, then roll and fall another 20 feet. McArthur said the 23-year-old woman had come to rest on a ledge. If she had gone over that ledge she probably would have dropped 150 feet to her death, McArthur said.

November 1980

DPS Officer William H. Murie, 31, died Nov. 19, three days after being struck by a passing vehicle while at an accident scene.

Murie, en route to Phoenix from Flagstaff, stopped just north of Phoenix on Interstate 17 to help at the crash scene.

When struck by the vehicle, Murie's legs and a wrist were crushed. Complications from those injuries led to his death.

November 1985

Fifteen DPS officers moved into an area two miles southwest of Gila Bend Nov. 18 armed with axes and sledge hammers needed to dismantle an illegal distillery.

Shortly before the raid, DPS Officer Ken Haw said he and Officer Neve Gibbs finalized an agreement to purchase 100 gallons of tequila moonshine from a Gila Bend couple running the distillery. Shortly after the transaction was consummated, additional DPS officers moved in, searched the area and dismantled the distillery which had been licensed to produce gasohol.

November 1990

At a festive, well-attended ceremony at the DPS state headquarters building Nov. 16, DPS Director Rick Ayars read an official proclamation from Arizona Gov. Rose Mofford declaring the mid-November day as "Pride of DPS Day."

Following that, Ayars presented DPS employee Sally Loveland with a certificate honoring her for developing the idea of "Pride of DPS Day." Loveland, an employee from the Information Analysis Section, came up with the basic idea for the "day" months

earlier and watched it blossom into a full-blown extravaganza.

Potlucks, ceremonies, tours, and other events were held at DPS buildings throughout the state Nov. 16 so citizens and employees could consummate their proud feelings of DPS.

November 1995

Officers from the DPS Fugitive Apprehension Detail played a major role in the arrest of a suspect in the fatal shooting of Ak-Chin Police Department Sgt. Ronald Kelley.

Albert Salazar Hernandez was arrested by DPS Officers Steve Hinderliter, Lenny Smith, J.D. Hough and Larry Verdugo following a short pursuit on Nov. 22. Hernandez was wanted for the fatal shooting of Sgt. Ronald Kelley, 49, which took place in a small Pinal County town.

Officers Hinderliter, Smith, Hough and Verdugo were able to arrest Hernandez after staking out the second of two possible locations in South Phoenix. Shortly after entering his car, Hernandez realized that he was being followed and attempted to flee on a nearby dirt road. He soon lost control of his vehicle and the officers arrested him.

A gun was found in the passenger seat of the car Hernandez was driving but was a different caliber than the one used in the shooting of Sgt. Kelley.

Investigators said that Kelley stopped Hernandez for speeding. Fearful that he was going to be arrested for a previous murder he had committed, Hernandez shot and killed Sgt. Kelley.